

State of California — Department of Industrial Relations
DIVISION OF APPRENTICESHIP STANDARDS

EXTRACT OF NEW STANDARDS

DAS File No.:	19810
District No.:	04
	JAC Standards
XX	Unilateral
	V A

1. Name of Committee	
PHCC of the Greater Sacramento Area Plumbers Unilateral Apprenticeship Committee	
2. Area Covered by Standards	
Please see reverse side for all counties in California	
3. Committee Address — Street Address, City & Zip Code	Telephone No.
2210 K Street, Suite 101 Sacramento, California 95816	(916) 448-1184
4. Occupation(s)	DOT Number(s)
Plumber (Construction)	862.381 031
5. Related Instruction	6. School
108 Hours Per Year	Oxnard Adult School, San Mateo Adult School San Juan Unified School District, Martinez Adult School
7. Present Journeyman Wage	8. Effective Date of Journeyman Wage
\$ N/A Per N/A	N/A
9. Apprentice or Trainee Wage Scale (Indicate amount of time [hours, weeks or months] and percent of journeyman wage or dollar amount.)	
1st Per. 1,000 hrs \$ 7.98ph	5th Per. 1,000 hrs \$11.60ph
2nd Per. 1,000 hrs 8.88ph	6th Per. 1,000 hrs 12.50ph
3rd Per. 1,000 hrs 9.79ph	7th Per. 1,000 hrs 13.41ph
4th Per. 1,000 hrs \$10.69ph	8th Per. 1,000 hrs \$14.31ph
10. Overtime Provisions Overtime shall be paid at one and one half (1½) times the straight time rate (over 8 hours per day and 40 hours per week)	
11. Straight Time Hours	13. Work Processes
Per Day: Eight (8)	Per Week: Forty (40)
12. Other Compensation	SEE ATTACHED WORK TRAINING
A. Health & Welfare	
B. Pension	SEE ATTACHED
C. Vacation	APPRENTICE WAGE SCHEDULE
D. Apprentice Funds	
E. Other (Specify)	
Total	
14. Remarks	

CERTIFIED AS CORRECT

Signature — Apprenticeship Consultant	Date	Das Headquarters Use Date Processed
Signature — Committee Secretary or Chair (Cross out one)	Date	
	12-16-97	
	12-16-97	

DAS 27 (New 12/91)

EXHIBIT

610.04

349

ARTICLE XV Apprentice Wage ScheduleAttachment to DAS 27
PHCC of the GRT SAC AREA PLUMB UAC**Private Work:**

The PUAC or appropriate subcommittee shall develop a minimum wage and benefit levels reflecting labor market attributes in its geographical area. The minimum starting wage package, including fringes benefits, for apprentices working on private work shall be the greater of (A) 140% of the annual poverty level rate for a family of three (3), or (B) any other rate determined by the PUAC or applicable subcommittee consistent with the principal that apprentices are exceptional members of the work force deserving of rates moderately above average for the Labor Market. We will conform to applicable State Labor laws.

Effective date: *January 1, 1997*

For geographical area: All of the State of California.

1. Apprentices shall be paid not less than the following.

(A)	<u>Period of Training</u>	<u>%/amount</u>	<u>Base Wage</u>
	1st period	1,000 hrs, + 72 hrs of school	\$ 7.98
	2nd period	1,000 hrs, + 72 hrs of school	\$ 8.88
	3rd period	1,000 hrs, + 72 hrs of school	\$ 9.79
	4th period	1,000 hrs, + 72 hrs of school	\$10.69
	5th period	1,000 hrs, + 72 hrs of school	\$11.60
	6th period	1,000 hrs, + 72 hrs of school	\$12.50
	7th period	1,000 hrs, + 72 hrs of school	\$13.41
	8th period	1,000 hrs, + 72 hrs of school	\$14.31

* NOTE: \$.25 for residential work. The Sacramento PUAC may charge higher rates for training in order to ensure the financial stability of the program.

2. Straight time hours per day eight (8), per week forty (40)
3. Overtime provisions: Overtime shall be paid at one and one half (1-1/2) times the straight time rate (over 8 hours per day and 40 hours per week).
4. *Other Compensation: Provided by employer

Effective date: *January 1, 1997*

(B)	<u>Period of Training</u>	<u>Total Package</u>	<u>Training Fee</u>	<u>Total</u>
	1st Period	\$ 1.16	\$ 0.50	\$1.61
	2nd Period	\$ 1.46	\$ 0.50	\$1.96
	3rd Period	\$ 1.76	\$ 0.50	\$2.26
	4th Period	\$ 2.07	\$ 0.50	\$2.57
	5th Period	\$ 2.36	\$ 0.50	\$2.86
	6th Period	\$ 2.67	\$ 0.50	\$3.17
	7th Period	\$ 2.97	\$ 0.50	\$3.47
	8th Period	\$ 3.27	\$ 0.50	\$3.77

* NOTE:
\$ 0.25 for residential work. The Sacramento PUAC may charge higher rates for training in order to ensure the financial stability of the program.

Overtime Provisions: Overtime shall be paid at not less than one and one-half (1-1/2) times the straight time hourly rate of pay for time in excess of eight (8) hours per day. Likewise overtime must be paid for hours in excess of forty (40) per week. Straight time hours: per day eight (8), per week forty (40).

Public Works: For apprentices employed on Public Works Projects, the wages and employer payments for employee benefits for regular and overtime work shall be the per diem wage rates for apprentices in; the apprenticeable occupation as determined by the Director of Industrial Relations in the geographic area of the project.

ATTACHMENT TO DAS 27
PHCC of the GRTR SAC AREA PLUMB UAC

Apprentices will be advanced to their next period of training upon successful completion of 1,000 OJT hours and successful completion of RSI requirements.

ARTICLE XVII Work Training

1. The employer shall see that all apprentices are under the supervision of a qualified journeyman or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the occupation outline herein.
2. Each apprentice shall be trained in the use of new equipment, materials, and processes as they come into use in the occupation.
3. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows.

WORK PROCESSES	APPROXIMATE HOURS
A. Install piping for waste (500 hrs), soil (500 hrs.), sewerage (100 hrs.), vent (300 hrs.) and leader lines (100 hrs.)	1,500
B. Install piping for hot (500 hrs.), and cold (750 hrs.) water for domestic purposes.	1,250
C. Install lead pipe, tin pipe, lead joints, sheet lead, solder work and lead burning.	250
D. Assemble in position and connect fixtures and appliances used in domestic heating (200 hrs.), gas fittings, (400 hrs.), plumbing and drainage systems (1900 hrs.).	2,500
E. Weld and braze piping and related craftwork.	250
F. Maintain and repair heating, plumbing, gas fittings, and refrigeration service and kit.	700
G. Operate, care, and use all tools and equipment associated with the craft.	525
H. Operate and maintain complete repair service and kit.	500
I. Read and interpret blueprints, sketches and codes.	525
TOTAL OBJECTIVE HOURS: (within four (4) years).	8,000

UNILATERAL
APPRENTICESHIP STANDARDS
of the
PHCC OF THE GREATER SACRAMENTO AREA
PLUMBERS UNILATERAL APPRENTICESHIP COMMITTEE

ARTICLE I Purpose and Policy

The PHCC OF THE GREATER SACRAMENTO AREA declares it to be its purpose and policy to establish an organized, planned system of apprenticeship, conducted as an unilateral management undertaking. These standards have therefore been adopted and agreed upon, under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended to govern the employment and training of apprentices in the trade, craft or occupation defined herein.

ARTICLE II	<u>Occupation</u>	<u>DOT Code</u>
	Plumber (Construction)	862.381.030

ARTICLE III Organization

There is hereby established the PHCC OF THE GREATER SACRAMENTO AREA PLUMBERS UNILATERAL APPRENTICESHIP COMMITTEE (hereinafter referred to as "PHCC-PUAC"), operating in and covering the State of California, shall consist of seven (7) members, one (1) of which shall be an apprenticeship consultant representing the Division of Apprenticeship Standards. (See Attachment "A") In addition thereto, there shall be one (1) advisor from the local school district(s) and such other advisors as the committee shall determine. Such advisor(s) and the apprenticeship consultant shall act without vote.

The Sacramento PHCC-PUAC committee shall establish sub-committees where necessary to assist the PUAC in operating this apprenticeship program throughout the state. The Sacramento PUAC shall determine the geographical area to be served by each sub-committee. Each sub-committee shall in all cases, report to and be accountable to the Sacramento PUAC. The purpose of the sub-committees shall be to facilitate the training of apprentices as described by these standards. Each sub-committee shall consist of three (3) or more members who shall be selected by the Sacramento PUAC. In addition thereto, there shall be one (1) apprenticeship consultant representing the Division of Apprentices Standards, State Department of Industrial Relations, one (1) adviser from the LEA, and such other advisors as the PUAC shall determine. Such advisors and the apprenticeship consultant shall serve without a vote.

The Sacramento PUAC and its sub-committee shall monitor the progress of each apprentice. The Sacramento PUAC and its sub-committees shall supervise the operation of all related and supplemental training, on-the-job training, and disciplinary proceedings. Any apprentice dissatisfied with the actions of a subcommittee may appeal in writing to the Sacramento PUAC. Each sub-committee will keep complete minutes of its meetings and furnish the Sacramento PUAC with complete copies of its minutes and other important documents. The Sacramento PUAC committee will make all the final decisions on the sub-committee recommendations.

ARTICLE IV Jurisdiction

These standards shall apply to the PHCC employer who subscribe hereto, and to all apprentice agreements hereunder.

ARTICLE V Functions

The functions of the Sacramento PUAC shall be to:

1. develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
2. make periodic evaluations of the progress of each apprentice's on-the-job training and related and supplemental instruction; this shall include employer/supervisor evaluation reports together with progress, attendance and grades as provided by the LEA through the instructors(s);
3. serve in an advisory capacity with employers and employees in matters pertaining to these standards;
4. aid in the adjustment of apprenticeship disputes;
5. develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations, and apply them uniformly in the selection of applicants for apprenticeship. The selection procedures and affirmative action plan are included herein (Article XX); and
6. The Sacramento PUAC may conduct training other than apprenticeship.

ARTICLE VI Responsibilities

The responsibilities of the Sacramento PUAC shall be to:

1. supervise the administration and enforcement of these standards;
2. adopt such rules and regulations as are necessary to govern the program provided, however, that the rules and regulations do not conflict with these standards;
3. pass upon the qualification of employers under its jurisdiction and when appropriate, to suspend or withdraw approval;
4. to determine if an employer has the work site facilities, skilled workers as trainers at the work site, and equipment sufficient to train apprentices;
5. conducts on-going evaluations of the interest and capacity of individual employers to participate in the apprenticeship program and to train apprentices on the job;
6. conduct an orientation workshop or other educational session for the employers to explain the apprenticeship program standards and the operation of the apprenticeship program;
7. pass upon the qualifications of apprentice applicants;
8. file a signed copy of each apprentice agreement with the Secretary of the California Apprenticeship Council, with copies to all parties to the agreement;
9. establish and maintain a record system for on-the-job training and related and supplemental instruction. The records for on-the-job training shall be reviewed periodically to assure that the apprentice is receiving training in all work process areas;
10. provide disciplinary procedures for apprentices including provisions for fair hearings;
11. adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards;
12. use every effort to keep the apprentice employed in a reasonably continuous manner and adequately instructed; and

353

13. provide the knowledge, commitment, and ability, including financial, to meet and carry state laws and regulations applicable to state apprenticeship laws and the welfare of the apprentice.

ARTICLE VII Definition of an Apprentice

An apprentice is a person at least eighteen (18) years of age, who is engaged in learning a designated occupation, and who has entered into a written apprentice agreement under the provisions of these standards.

ARTICLE VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both-on-the job and in related instruction and shall comply with the rules and regulations and decisions of the Sacramento PUAC. In addition, the apprentice shall prepare and maintain a record of on-the-job training hours within work process areas and shall also record hours of time spent in related and supplemental instruction. These records will be provided to the Sacramento PUAC in accordance with its rules and regulations.

ARTICLE IX Apprentice Agreement

1. Each apprentice agreement shall conform to the state law, and shall be signed by the employer, the apprentice, either chairman, secretary, or coordinator, on behalf of the PHCC PUAC.
2. Each apprentice shall be furnished a copy or be given an opportunity to study these standards before indenture. These standards shall be considered a part of the apprentice agreement as though expressly written therein.

ARTICLE X Termination and Transfer of Agreements

1. During the probationary period, an apprentice agreement may be terminated by the apprenticeship committee at the request in writing of either party; after such probationary period an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason.
2. In order to provide diversity of training or work opportunities, or in the event an employer is unable to fulfill its obligations to train under any apprentice agreement or in the event of a layoff, the Sacramento PUAC shall have full power to act on matters pertaining to transferring apprentices from one job or shop to another. If the apprentice consents and such other employer agrees to assume the obligation of said apprentice agreement. All transfers and assignments for work shall be issued by the Sacramento PUAC through the referral office.

ARTICLE XI Related and Supplemental Instruction

1. Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction (hereinafter RSI) which will not be less than 144 hours per year.
2. Time spent in related instruction including First Aid and CPR shall not be compensated.
3. Apprentices whose work site locations are not within reasonable commute distances of the apprentice's residential location, the LEA shall provide RSI instruction at nearby school sites or through approved self-study courses.

ARTICLE XII Lay-offs

1. If for any reason a lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the DIR Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off.
2. There shall be no liability on the part of the employer or the PUAC for an injury sustained by an apprentice engaged in school work at a time when the apprentice is unemployed.

354

ARTICLE XIII Controversy

All controversies or differences concerning apprentice agreements which cannot be adjusted locally by the PUAC pursuant to the Apprenticeship Rules and Regulation of the PUAC Apprenticeship and Training Committee shall be submitted to the State of California Administrator of Apprenticeship for determination.

ARTICLE XIV Term of Apprenticeship and Probation

The standard term of apprenticeship shall be 8,000 hours, the first 1,000 hours and the first 72 hours of related and supplemental instruction shall be the try-out or probationary period.

ARTICLE XV Ratio

A qualified employer may employ one (1) apprentice when at least one journeymen are regularly employed, and one (1) additional apprentice for each additional journeymen.

ARTICLE XV Apprentice Wage Schedule

Private Work:

The PUAC or appropriate subcommittee shall develop a minimum wage and benefit levels reflecting labor market attributes in its geographical area. The minimum starting wage package, including fringes benefits, for apprentices working on private work shall be the greater of (A) 140% of the annual poverty level rate for a family of three (3), or (B) any other rate determined by the PUAC or applicable subcommittee consistent with the principal that apprentices are exceptional members of the work force deserving or rates moderately above average for the Labor Market. We will conform to applicable State Labor laws.

Effective date: *January 1, 1997*

For geographical area: All of the State of California.

1. Apprentices shall be paid not less than the following.

(A)	<u>Period of Training</u>	<u>%/amount</u>	<u>Base Wage</u>
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* NOTE: \$.25 for residential work. The Sacramento PUAC may charge higher rates for training in order to ensure the financial stability of the program.

Apprentices will be advanced to their next period of training upon completion of 1,000 OJT hrs and successful completion of RSI requirements.

2. Straight time hours per day eight (8), per week forty (40)
3. Overtime provisions: Overtime shall be paid at one and one half (1-1/2) times the straight time rate (over 8 hours per day and 40 hours per week).
4. *Other Compensation: Provided by employer

Effective date: *January 1, 1997*

355

(B)	<u>Period of Training</u>	<u>Total Package</u>	<u>Training Fee</u>	<u>Total</u>
	1st Period	\$ 1.16	\$ 0.50	\$1.61
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Public Works: For apprentices employed on Public Works Projects, the wages and employer payments for employee benefits for regular and overtime work shall be the per diem wage rates for apprentices in; the apprenticeable occupation as determined by the Director of Industrial Relations in the geographic area of the project.

ARTICLE XVII Work Training

1. The employer shall see that all apprentices are under the supervision of a qualified journeyman or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the occupation outline herein.
2. Each apprentice shall be trained in the use of new equipment, materials, and processes as they come into use in the occupation.
3. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows.

WORK PROCESSES

APPROXIMATE HOURS

A.	Install piping for waste (500 hrs), soil (500 hrs.), sewerage (100 hrs.), vent (300 hrs.) and leader lines (100 hrs.)	1,500
B.	Install piping for hot (500 hrs.), and cold (750 hrs.) water for domestic purposes.	1,250
C.	Install lead pipe, tin pipe, lead joints, sheet lead, solder work and lead burning.	250
D.	Assemble in position and connect fixtures and appliances used in domestic heating (200 hrs.), gas fittings, (400 hrs.), plumbing and drainage systems (1900 hrs.).	2,500
E.	Weld and braze piping and related craftwork.	250
F.	Maintain and repair heating, plumbing, gas fittings, and refrigeration service and kit.	700
G.	Operate, care, and use all tools and equipment associated with the craft.	525
H.	Operate and maintain complete repair service and kit.	500
I.	Read and interpret blueprints, sketches and codes.	525
TOTAL OBJECTIVE HOURS: (within four (4) years).		8,000

356

All such work shall be performed under the supervision of a journeyman. Supervision should not be of such nature as to prevent the development of responsibility and initiative. An apprentice may perform work training on any of the work processes listed above.

ARTICLE XVIII Safety, Health and Discrimination

1. Each apprentice shall receive training and education in first aid, safe working practices, and in the recognition of occupational health and safety hazards.
2. Each apprentice shall receive training in the recognition of illegal discrimination and sexual harassment.
3. First Aid and CPR classes shall be required and shall not be compensated.

ARTICLE XIX Certificate of Completion


1. Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the California Apprenticeship Council.
2. In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half (12 1/2) percent.


ARTICLE XX California Plan for Equal Opportunity in Apprenticeship

(see attached addendum)

The foregoing apprenticeship standards are hereby agreed to and adopted on this seventeenth day of October, 1997.

Plumbing, Heating, Cooling and Contractors of The Greater Sacramento Area
2210 "K" Street, Suite 101
Sacramento California 95816

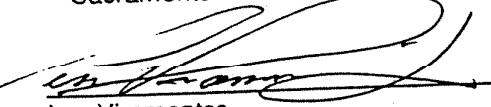

George Brown, President


Guy Tankersley, Secretary

Plumbers Unilateral Apprenticeship Committee
2210 "K" Street, Suite 101
Sacramento California 95816


Gary W. Risse, Chair Sacramento PUAC

Department of Industrial Relations
Division of Apprenticeship Standards
2424 Arden Way, Suite 160
Sacramento California 95825


Len Viramontes,
Senior Apprenticeship Consultant

The foregoing apprenticeship standards,
being in conformity with the rules and regulations of
the California Apprenticeship Council,
and the California Code of Regulations,
and applicable Federal regulations are hereby
approved January 22, 19 98.


Rita Tsuda, Acting Chief
Division of Apprenticeship Standards

Plumbers Unilateral Apprenticeship Committee
2210 K Street, Suite 101
Sacramento, California 95816

PUAC

Apprenticeship Representatives

<u>Gary W. Risse</u> Chair	<u>P.O. Box 67, Rio Linda, CA 95673</u> Address
<u>George Brown</u> Secretary	<u>2551 Albatross Way, Sacramento, CA 95815</u> Address
<u>Guy Tankersley</u> Name	<u>7918 Carlton Road, Sacramento, CA 95826</u> Address
<u>Kenneth Stone</u> Name	<u>4401 Power Inn Road, Sacramento, CA 95826</u> Address
<u>Richard Carrington</u> Name	<u>2800 Brennans Road, Newcastle, CA 95658</u> Address
<u>Ed Carroll</u> Name	<u>205 22nd Street, Sacramento, CA 95816</u> Address
<u>Tom Shields</u> Name	<u>3183 Fitzgerald Road, Sacramento, CA 95841</u> Address

Apprenticeship Coordinator

<u>George Fleck</u> Name	<u>2210 K Street, Suite 101, Sacramento, CA 95816</u> Address
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School Advisor

<u>Margaret Rodgers</u> Name	<u>900 Morse Avenue, Sacramento, CA 95825</u> Address
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Apprenticeship Consultant

<u>Len Viramontes</u> Name	<u>2424 Arden Way, Suite 160, Sacramento, CA 95825</u> Address
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Plumbers Unilateral Apprenticeship Committee
2210 K Street, Suite 101
Sacramento, California 95816

PHCC-MODESTO/STOCKTON TRAINING SUBCOMMITTEE
PUAC

Apprenticeship Representatives

<u>Fred Pinasco</u> Chair	<u>P.O. Box 55287, Stockton, CA 95205</u> Address
<u>Bill Brewer</u> Secretary	<u>1722 E. Flora Street, Stockton, CA 95205</u> Address
<u>Eric Fleck</u> Name	<u>209 Kerr Avenue, Modesto, CA 95354</u> Address
<u>Jim Haley</u> Name	<u>2331-B Stagecoach, Stockton, CA 95205</u> Address
<u>Rod DeHart</u> Name	<u>209 Kerr Avenue, Modesto, CA 95354</u> Address

Apprenticeship Coordinator

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School Advisor

<u>Mike Herr</u> Name	<u>600 F Street, Martinez, CA 94553</u> Address
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Apprenticeship Consultant

<u>Len Viramontes</u> Name	<u>2424 Arden Way, Suite 160, Sacramento, CA 95825</u> Address
<u>Jim Calhoun</u> Name	<u>7700 Edgewater Drive, Suite 255, Oakland, CA 94621</u> Address

Plumbers Unilateral Apprenticeship Committee
2210 K Street, Suite 101
Sacramento, California 95816

PHCC-VENTURA TRAINING SUBCOMMITTEE
PUAC

Apprenticeship Representatives

<u>John Bascom</u> Chair	<u>5350 Gabbet Road, Moorpark, CA 93021</u> Address
<u>John Grue</u> Secretary	<u>85 Encino Avenue, Camarillo, CA 93010</u> Address
<u>Ted LeBaron Jr.</u> Name	<u>83 Dawson Drive, Cararillo, CA 93010</u> Address
<u>Cal Miller</u> Name	<u>568 Constitution Ave., Unit D, Camarillo, CA 93011</u> Address
<u>Leo Ott</u> Name	<u>412 Calle San Pablo #202, Camarillo, CA 93012</u> Address
<u>Kevin Nunn</u> Name	<u>2401 E. Ventura Blvd., Camarillo, CA 93010</u> Address
<u>Vince Volk</u> Name	<u>2696 Lavery Ct., #28, Newberry Park, CA 91320</u> Address
<u>Lee Mulchey</u> Name	<u>1743 Colgate Drive, Thousand Oaks, CA 91360</u> Address

Apprenticeship Coordinator

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School Advisor

<u>Pete I. Ortega</u> Name	<u>935 W. Fifth Street, Oxnard, CA 93030</u> Address
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Apprenticeship Consultant

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<u>Paul Manning</u> Name	<u>1075 Broadway, Rm. 5034, Los Angeles, CA 90012</u> Address

Plumbers Unilateral Apprenticeship Committee
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PHCC-ALAMEDA TRAINING SUBCOMMITTEE
PUAC

Apprenticeship Representatives

<u>Ron Capilla</u> Chair	<u>151 Wyoming Street, Pleasanton, CA 94566</u> Address
<u>Ray Bonetti</u> Secretary	<u>20878 Rutledge Road, Castro Valley, CA 95546</u> Address
<u>Jerry Marks</u> Name	<u>2060 Farallon Drive, San Leandro, CA 94577</u> Address
<u>Allen Eddy</u> Name	<u>5757 B Sonoma Drive, Pleasanton, CA 94566</u> Address
<u>Chuck Heesch</u> Name	<u>452 Hester Street, Oakland, CA 94577</u> Address

Apprenticeship Coordinator

<u>George Fleck</u> Name	<u>2210 K Street, Suite 101, Sacramento, CA 95816</u> Address
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School Advisor

<u>Mike Herr</u> Name	<u>600 F Street, Martinez, CA 94553</u> Address
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Apprenticeship Consultant

<u>Len Viramontes</u> Name	<u>2424 Arden Way, Suite 160, Sacramento, CA 95825</u> Address
<u>Jim Calhoun</u> Name	<u>7700 Edgewater Drive, Suite 255, Oakland, CA 94621</u> Address

Plumbers Unilateral Apprenticeship Committee
2210 K Street, Suite 101
Sacramento, California 95816

PHCC-MONTEREY TRAINING SUBCOMMITTEE
PUAC

Apprenticeship Representatives

Richard Walton
Chair

P.O. Box 1207, Seaside, CA 93955
Address

Ben Smith
Secretary

3084 Del Monte Blvd., Marina, CA 93933
Address

Rick Della-Mora
Name

245 Merced Street, Salinas, CA 93901
Address

Chuck Carmenita
Name

1112 Phoenix Avenue, #F, Seaside, CA 93955
Address

Jeff Rodriguez
Name

380 Whippet Road, Corralitos, CA 95076
Address

Gary Wilson
Name

307 Grand Avenue, Pacific Grove, CA 93950
Address

Peter Pinon
Name

449 Redwood Avenue, Seaside, CA 93955
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Apprenticeship Coordinator

George Fleck
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Margaret Rodgers
Name

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Apprenticeship Consultant

Len Viramontes
Name

2424 Arden Way, Suite 160, Sacramento, CA 95825
Address

Jim Calhoun
Name

7700 Edgewater Drive, Suite 255, Oakland, CA 94621
Address

Plumbers Unilateral Apprenticeship Committee
2210 K Street, Suite 101
Sacramento, California 95816

PHCC-REDWOOD-MARIN TRAINING SUBCOMMITTEE
PUAC

Apprenticeship Representatives

<u>Tom LeDuc</u> Chair	<u>P.O. Box 11157, Santa Rosa, CA 94506</u> Address
<u>Bill Gotelli</u> Secretary	<u>86 Rose Lane, San Rafael, CA 94901</u> Address
<u>Bill Ingram</u> Name	<u>P.O. Box 11134, Santa Rosa, CA 95406</u> Address
<u>Steve Silva</u> Name	<u>P.O. Box 6137, Napa, CA 94558</u> Address
<u>Mike Maples</u> Name	<u>345 E. Todd Road, Santa Rosa, CA 95407</u> Address

Apprenticeship Coordinator

<u>George Fleck</u> Name	<u>2210 K Street, Suite 101, Sacramento, CA 95816</u> Address
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School Advisor

<u>Mike Herr</u> Name	<u>600 F Street, Martinez, CA 94553</u> Address
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Apprenticeship Consultant

<u>Len Viramontes</u> Name	<u>2424 Arden Way, Suite 160, Sacramento, CA 95825</u> Address
<u>Jim Calhoun</u> Name	<u>7700 Edgewater Drive, Suite 255, Oakland, CA 94621</u> Address

Plumbers Unilateral Apprenticeship Committee
2210 K Street, Suite 101
Sacramento, California 95816

PHCC-CENTRAL COAST TRAINING SUBCOMMITTEE
PUAC

Apprenticeship Representatives

<u>Clay Barks</u> Chair	<u>3547 S. Higuira. San Luis Obispo, CA 93401</u> Address
<u>Eric Hancock</u> Secretary	<u>300 West Laurel. Lompoc. CA 93436</u> Address
<u>Dave Ion</u> Name	<u>2301 Winnel Avenue. Los Osos. CA 93402</u> Address
<u>Eric Rae</u> Name	<u>390 Pabst Lane. Santa Maria. CA 93455</u> Address
<u>Jeff Taylor</u> Name	<u>3651 Los Padres Road. Santa Maria. CA 93445</u> Address
<u>Rick Fridrich</u> Name	<u>123 West Ocean Avenue. Lompoc. CA 93436</u> Address
<u>Bill Mills</u>	<u>201 S. Oakley Avenue. Santa Maria. CA 93454</u>

Apprenticeship Coordinator

<u>George Fleck</u> Name	<u>2210 K Street. Suite 101. Sacramento. CA 95816</u> Address
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School Advisor

<u>Mike Herr</u> Name	<u>600 F Street. Martinez, CA 94553</u> Address
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Apprenticeship Consultant

<u>Len Viramontes</u> Name	<u>2424 Arden Way. Suite 160, Sacramento, CA 95825</u> Address
<u>Paul Manning</u> Name	<u>107 S. Broadway. Room 5034, Los Angeles, CA 90012</u> Address

Plumbers Unilateral Apprenticeship Committee
2210 K Street, Suite 101
Sacramento, California 95816

PHCC-KERN COUNTY TRAINING SUBCOMMITTEE
PUAC

Apprenticeship Representatives

Les Denherder
Chair

201 Mt. Vernon Ave., Bakersfield, CA 93307
Address

Tim Ashlock
Secretary

201 Mt. Vernon Ave., Bakersfield, CA 93307
Address

Don Schimnowski
Name

205 East 18th Street, Bakersfield, CA 93305
Address

Pat Davis
Name

1838 Suemark Terrace, Vista, CA 92084
Address

John Hutchings
Name

9225 Mira Este Court, San Diego, CA 92126
Address

Apprenticeship Coordinator

George Fleck
Name

2210 K Street, Suite 101, Sacramento, CA 95816
Address

School Advisor

Kenneth L. Bryan
Name

575 W. Maple Avenue, Tulare, CA 93274
Address

Buzz Caffee
Name

501 S. Mt. Vernon, Bakersfield, CA 93307
Address

Apprenticeship Consultant

Len Viramontes
Name

2424 Arden Way, Suite 160, Sacramento, CA 95825
Address

Jay Hale
Name

2550 Mariposa Street, Rm. 3080, Fresno, CA 93721
Address

Plumbers Unilateral Apprenticeship Committee
2210 K Street, Suite 101
Sacramento, California 95816

PHCC-SAN FRANCISCO/SAN MATEO TRAINING SUBCOMMITTEE
PUAC

Apprenticeship Representatives

<u>Richard Wilpitz</u> Chair	<u>76-14th Street, San Francisco, CA 94103</u> Address
<u>John Demakas</u> Secretary	<u>2370 Oakdale Avenue, San Francisco, CA 94124</u> Address
<u>Hugh Tuck</u> Name	<u>208 E. Grand Avenue, So. San Francisco, CA 94080</u> Address
<u>Robert De Jager</u> Name	<u>260 Linden Street, San Francisco, CA 94102</u> Address
<u>Lance Eastman</u> Name	<u>1141 Truman Street, Redwood City, CA 94061</u> Address
<u>Jerry Hotarek</u> Name	<u>3123-17th Street, San Francisco, CA 94110</u> Address
<u>Dennis O'Halloran</u> Name	<u>609 Mission Road, So. San Francisco, CA 94080</u> Address
<u>Charles Price</u> Name	<u>2637 Tyrone Court, So. San Francisco, CA 94080</u> Address
<u>Grace M. Santana</u> Name	<u>1475 Dolores Street, San Francisco, CA 94110</u> Address

Apprenticeship Coordinator

<u>George Fleck</u> Name	<u>2210 K Street, Suite 101, Sacramento, CA 95816</u> Address
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School Advisor

<u>Bob Harper</u> Name	<u>789 E. Poplar Avenue, San Mateo, CA 94401</u> Address
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Apprenticeship Consultant

<u>Len Viramontes</u> Name	<u>2424 Arden Way, Suite 160, Sacramento, CA 95825</u> Address
<u>Jim Calhoun</u> Name	<u>7700 Edgewater Drive, Suite 255, Oakland, CA 94621</u> Address

OFFICE OF THE
DIRECTOR

MARTINEZ UNIFIED SCHOOL DISTRICT
MARTINEZ ADULT CENTER
600 F Street • Martinez, CA 94553-3298

PHONE
(510) 228-3270

August 23, 1997

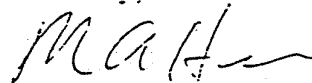
George Fleck, Field Director
PHCC of the Greater Sacramento Area
Unilateral Apprentice Committee
2210 K Street, Suite 101
Sacramento, CA 95816

Dear George,

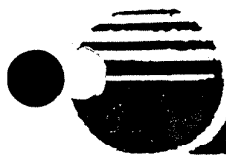
This letter is to confirm that Martinez Adult School will serve as the L.E.A.
for the PHCC-GSA in all counties in which it is approved.

I am pleased to be able to work with you on this matter.

Sincerely,



Michael Herr, Director
Martinez Adult School/Martinez Unified School District



oxnard adult school

220 SOUTH 'K' STREET, OXNARD, CA 93090 (805) 343-2578 / 383-2890

RECEIVED
JAN 21 1998
PHCC GSA

January 21, 1998

George Fleck, Field Director
PHCC of the Greater Sacramento Area
Unilateral Apprentice Committee
2210 K Street, Suite 101
Sacramento, CA 95816
916-448-1184 fax 916-446-5093

Dear Mr. Fleck,

This letter is to confirm that Oxnard Adult School will serve as the L.E.A. for the PHCC-GSA in Ventura County.

I am pleased to be able to work with you on this matter.

Sincerely,

Pete I. Ortega
Principal, Oxnard Adult School

PIO/gdt
fleck/co/letter

Oxnard Union High School District
District of Scholars, Achievers and Champions



ADULT & COMMUNITY EDUCATION
San Mateo Union High School District

January 21, 1998

Mr. George Fleck, Field Director
PHCC of the Greater Sacramento Area
Unilateral Apprentice Committee
2210 K Street, Suite 101
Sacramento, CA 95816
916-448-1184 fax 916-446-5093

Dear George:

This letter is to confirm that the San Mateo Adult School will serve as the L. E. A. for the PHCC-GSA in San Mateo county.

I am pleased to be able to work with you on this matter.

Sincerely,

Bob Harper, Assistant Director
San Mateo Adult School

BH/tj

**San Juan
Unified
School
District**

Ray Tolleson
Superintendent



RECEIVED
DAS HEADQUARTERS
SAN FRANCISCO

P.O. Box 477; 3738 Walnut Avenue, Carmichael, California 95609-0477; (916) 971-7100

November 8, 1993

Chief Gail Jesswein
State of California
Division of Apprenticeship Standards
P.O. Box 603
San Francisco, CA 94101

Dear Chief Jesswein:

This letter is to certify that San Juan Unified School District is willing to become the LEA to provide related and supplemental instruction for the Plumbing, Heating and Cooling Contractors of the Greater Sacramento Area upon certification by the Division of Industrial Relations and Division of Apprenticeship Standards.

Instruction will commence upon signing by all parties of a mutually agreeable work memorandum.

Sincerely,

ADULT & APPLIED TECHNOLOGY EDUCATION

A handwritten signature in cursive script, reading "Merle Padilla".

Merle Padilla
Director

MP/dp
VAT.177
c. Robert Painter

ADDENDUM
TO ARTICLE XX OF REVISED APPRENTICESHIP STANDARDS

Occupation: Plumber (Construction) **DOT Number:** 862.381 030

Approved Area Coverage: throughout out the entire State of California (see reverse side for list of counties)

The PUAC and the PHCC of the Greater Sacramento Area, in accordance with the California Plan for Equal Opportunity in Apprenticeship, declares the following to be its selection procedures.

1. "The recruitment, selection, employment, and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin, handicap, or sex. The sponsor will take affirmative action to provide equal opportunity in apprenticeship for both minorities and women and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30, and equal opportunity regulation of the State of California".

2. Dissemination of Information: Information will be disseminated in our labor markets and approved statistical areas to the following:

- a. California Employment Development Department

2901-50th Street
Sacramento, CA 95817

1924 Q Street
Bakersfield, CA 93303

1375 University Avenue
Berkeley, CA 94702

1849 Willow Pass Road
Concord, CA 94524

124 North Irwin Street
Hanford, CA 93230

2523 South Mooney Blvd.
Visalia, CA 93277

2450 South Bascom Ave.
Campbell, CA 950086

39155 Liberty Street
Fremont, CA 94537

1375 University Avenue
Berkeley, CA 94702

1849 Willow Pass Road
Concord, CA 94524

1225 4th Avenue
Oakland, CA 94606

363 Civic Drive
Pleasant Hill, CA 94523

201 E. 18th Street
Antioch, CA 94509-2431

310 Redwood Ave.
Ft. Bragg, CA 95437

24790 Amador Street
Hayward, CA 94544-1885

631 E. Oak Street
Lodi, CA 95240

660 Tule
Mendota, CA 93640-2295

480 Webster Street
Monterey, CA 93940

1205 West 18th Street
Merced, CA 95340-4596

1405 W. F. Street, Suite J
Oakdale, CA 95361-0728

342 Front Street
Salinas, CA 93901-3608

3196 S. Higuera Street
San Luis Obispo, CA 93401-6928

2450 South Bascom Ave.
Campbell, CA 95008

39155 Liberty Street
Fremont, CA 94537

715 Southport Blvd., Suite O
Petaluma, CA 94975

2980 A Kerner Blvd. CS #2010
San Rafael, CA 94901

409 K Street
Eureka, CA 95501

124 N. Irwin Street
Hanford, CA 93230-4587

2555 S. Elm Ave.
Fresno, CA 93706

36612 Central Ave.
Huron, CA 93234-0445

114 South A Street
Madera, CA 93639-1268

1783 W. Yosemite Ave.
Manteca, CA 95337

629 12th Street
Modesto, CA 95353

61 N. Second Street
Porterville, CA 93257-3899

3120 Mission Street
San Francisco, CA 94110-4594

3520 S. El Camino Real
San Mateo, CA 94403-3416

1939 Academy Ave.
Sanger, CA 93657-3700

304 W. Carmen Lane
Santa Maria, CA 93454

135 W. Fremont Street
Stockton, CA 95202

125 North Broadway
Turlock, CA 95381

930 F Street
Wasco, CA 93280-2040

2420 E. Lincoln Avenue
Anaheim, CA 92816-0610

601 Imperial Avenue
Calexico, CA 92231-1477

23820 S. Avalon Blvd.
Carson, CA 90745-5541

1940 N. Bullis Road
Compton, CA 90221-1299

5401 S. Crenshaw Blvd.
Los Angeles, CA 90043-2407

1550 W. Main Street
El Centro, CA 92244-3187

1301 Simpson Way
Escondido, CA 92029-1399

1255 S. Central Avenue
Glendale, CA 91204-2597

47-110 Calhoun Street
Indio, CA 92201-4693

1918 N. Broadway
Los Angeles, CA 90031-2527

130 E. Ortega Street
Santa Barbara, CA 93101-1631

606 Healdsburg Ave.
Santa Rosa, CA 95401

2131 11th Street
Tracy, CA 95376

631 S. Orchard Ave.
Ukiah, CA 95482

802 Main Street
Alturas, CA 96101-1847

1277 W. Hobson Way
Blythe, CA 92225

21010 Vanowen Street
Canoga Park, CA 91303-2803

6145 Imperial Avenue
San Diego, CA 92114-4213

237 W. River Road
Corona, CA 91720

1231 S. Gerhart Avenue
Los Angeles, CA 90022-4255

10404 E. Valley Blvd.
El Monte, CA 91731

12661 Hoover Street
Garden Grove, CA 92841-4174

151 N. Lyon Avenue
Hemet, CA 92543-3831

4540 W. Century Blvd.
Inglewood, CA 90304

1313 Pine Avenue
Long Beach, CA 90813-2527

158 West 14th Street
Los Angeles, CA 90015-3028

12625 Frederick Street, Suite K5
Moreno Valley, CA 92553

2027 Mission Avenue
Oceanside, CA 92054-2387

635 South Ventura Blvd.
Oxnard, CA 93030-6506

1207 E. Green Street
Pasadena, CA 91106-3198

814 Colton Avenue
Redlands, CA 92374-2930

600 N. Sierra Way
San Bernardino, CA 92410

17171 East Gale, Suite 110
City of Industry, CA 91745-1810

932 Broadway
Santa Monica, CA 90401-2399

12700 S. Avalon Blvd.
Los Angeles, CA 90061-2799

3215 Tweedy Blvd.
South Gate, CA 90280-4326

42880 County Drive, Suite G
Temecula, CA 92591-6024

15419 Cholame
Victorville, CA 92392

7240 S. Greenleag Avenue
Whittier, CA 90602-1385

56311 Pima Trail
Yucca Valley, CA 92284

23456 Madero Street, Suite 150
Mission Viejo, CA 92691

12715 S. Pioneer Blvd.
Norwalk, CA 90650-2888

1511 E. Holt Blvd.
Ontario, CA 91761-2160

150 E. Arrow Highway
Pomona, CA 91767-2198

1321 N. Gene Autry Trail
Palm Springs, CA 92262

1161 Spruce Street
Riverside, CA 92507

1520 San Fernando Road
San Fernando, CA 91340-3193

21515 Soledad Road
Santa Clarita, CA 91350-2929

980 Enchanted Way, Suite 105
Simi Valley, CA 93065-1998

1111 Bay Blvd.
Chula Vista, CA 91011

4540 W. Century Blvd.
Inglewood, CA 90304

1220 Engracia
Torrance, CA 90501-2699

933 S. Glendora Avenue
West Covina, CA 91790-4296

21210 Erwin Street
Woodland Hills, CA 91367-3714

b. California Division of Apprenticeship Standards

2424 Arden Way, #160
Sacramento, CA 95825-2438

2550 Mariposa Street, #3080
Fresno, CA 93721

7700 Edgewater Drive, Suite 255
Oakland CA 94621

2901 Arch-Airport Rd.
Stockton, CA 95213-9030

100 Paseo de San Antonio, Rm. 125
San Jose, CA 95113

107 S. Broadway, Rm. 5034
Los Angeles, CA 90012

28 Civic Center, Room #524
Santa Ana, CA 91764

c. Bureau of Apprenticeship & Training

1301 Clay Street, Suite 1090 N
Oakland, CA 94612-5217

211 Main Street, Rm. 350
San Francisco, CA 94105

3350 Shelby Street, Suite 34
Ontario, CA 91764

d. County Superintendents of Schools

2527 Lincoln Village Drive
Sacramento, CA 95827

313 West Winton Avenue
Hayward, CA 94544

1144 West Lacy Boulevard
Hanford, CA 93230

77 Santa Barbara Road
Pleasant Hill, CA 94523

5801 Sundale Avenue
Bakersfield, CA 93309

111 Las Galinas Avenue
San Rafael, CA 95403

53 Skyline Boulevard
Santa Rosa, CA 95403

801 County Center Three Court
Modesto, CA 95355

Nelson Education Center
2901 Arch-Airport Road
Stockton, CA 95213-9030

County Civic Center
Visalia, CA 93277

632 W. Thirteenth Street
Merced, CA 95340

Education Building
28123 Avenue 14
Madera, CA 93638

1111 Van Ness Avenue
Fresno, CA 93721

135 Van Ness Avenue
San Francisco, CA 94102

4400 Cathedral Oaks Rd.
Santa Barbara, CA 93160-6307

Rancho El Chorro Hwy 1
San Luis Obispo, CA 93403-8105

2240 Eastside Road
Ukiah, CA 95482

3939 Thirteenth Street
P.O. Box 868
Riverside, CA 95202-0868

6401 Linda Vista Road
San Diego, CA 92111-7399

200 Kalmus Drive
P.O. Box 9050
Costa Mesa, CA 92628

101 Twin Dolphin Road
Redwood City, CA 94065-1064

901 Blanco Circle
Salinas, CA 93912-0851

809 Bay Avenue
Capitola, CA 95010-2199

901 Myrtle Avenue
Eureka, CA 95501

9300 Imperial Hwy
Downy, CA 90242-2890

601 North E Street
San Bernardino, CA 92410-3093

1398 Sperber Road
El Centro, CA 92243

535 Main Street
Ventura, CA 93009

e. Schools and Colleges

Sacramento City Unified
School District
1619 N Street
Sacramento CA 95827

Sacramento City College
3835 Freeport Boulevard
Sacramento CA 95822

Sierra Community College
5000 Rocklin Road
Rocklin CA 95677

San Juan Unified
School District
3738 Walnut Avenue
Carmichael CA 95608

West Hills Community College
300 Cherry Lane
Coalinga, CA 93210

Cutler-Orosi
12724 Avenue 392
Cutler, CA 93615

Coalinga-Huron Adult School
25 Cambridge Avenue
Coalinga, CA 93210

Clovis Adult School
901 5th Street
Clovis, CA 93612

Bakersfield College
801 Panorama Drive
Bakersfield CA 93305

College of the Sequoias
915 South Mooney Boulevard
Visalia CA 93277-2234

Fresno Adult School
102 East Clinton Avenue
Fresno CA 93704

Hanford Adult School
905 Campus Drive
Hanford CA 93230

Lemoore Adult School
101 East Bush
Lemoore CA 93245

Tulare Adult School
575 West Maple Avenue
Tulare CA 93274

Visalia Adult School
3110 East Houston
Visalia Ca 93291

Acalanes Adult School
1963 Tice Valley Blvd.
Walnut Creek, CA 94595

Antioch Adult School
820 West Second Street
Antioch, CA 94509

Mt. Diablo Adult Education
1266 San Carlos Avenue
Concord, CA 94518

Pittsburg Adult Education Center
20 East 10th Street
Pittsburg, CA 94565

Dinuba Adult School
211 College
Dinuba, CA 93618

Exeter Adult School
1100 East Rocky Hill Drive
Exeter, CA 93221

Contra Costa Comm. College
500 Court Street
Martinez, CA 94553

San Joaquin Delta College
5151 Pacific Avenue
Stockton, CA 95207-6370

Yosemite Community College
2201 Blue Gun Avenue
Modesto, CA 95352

Merced College
3600 M Street
Merced, CA 95348-2893

Merced Adult School
50 East 20th Street
Merced, CA 95344

Madera Adult Education
109 Stadium Road
Madera, CA 93637

Fresno City College
1101 University Avenue
Fresno, CA 93741-0001

Manteca Adult School
311 E. North Street
Manteca, CA 95336

Stockton School for Adults
1525 Pacific Avenue
Stockton, CA 95204

Novato USD
720 Diablo Avenue
Novato, CA 94947

San Rafael Adult Education
225 Woodland Avenue
San Rafael, CA 94901

Tamalpais UHSD Adult Education
395 Doherty
Larkspur, CA 94939

Healdsburg Adult Education
925 University Street
Healdsburg, CA 95404

Lewis Education Center
2230 Lomitas Avenue
Santa Rosa, CA 95404

Sonoma Valley Adult School Program
20000 Broadway
Sonoma, CA 95476

Windsor Adult Education
7650 Bell Road
Windsor, CA 95492

Chabor-Las Positas Community College
5673 Gibraltar Drive #100
Pleasanton, CA 94588

College of Marin
Kentfield, CA 94904

Richmond Adult Education
6028 Ralston Avenue
Richmond, CA 94805

Venture School
3280 East Crow Canyon Road
San Radon, CA 94583

Elliot Education Center
1440 Sunrise Blvd.
Modesto, CA 95350

Turlock Adult School
1574 Canal Drive
Turlock, CA 95380

College of San Mateo
1700 West Hillsdale Blvd.
San Mateo, CA 94402

San Mateo Adult School
789 E. Poplar
San Mateo, CA 94401

So. San Francisco Adult Ed.
825 Southwood Drive
So. San Francisco, CA 94080

San Francisco City College
50 Phelan Avenue, E200
San Francisco, CA 94112-1898

San Francisco Adult Education
135 Van Ness Avenue
San Francisco, CA 94102

Monterey Peninsula College
980 Fremont Street
Monterey, CA 93940-4799

Monterey Adult School
200 Coe Avenue
Seaside, CA 93955

Pacific Grove Adult School
1025 Lighthouse Avenue
Pacific Grove, CA 93950

Cabrillo College
6500 Soquel Drive
Aptos, CA 95003-3198

Fremont-Newark Community College
43600 Mission Boulevard
Fremont, CA 94539

Peralta Community College
333 East Eighth Street
Oakland, CA 94606

Sonoma County Junior College
1501 Mendocino Avenue
Santa Rosa, CA 95401

Alameda County
313 West Winton Avenue
Hayward, CA 94523

Marin County
111 Las Galinas Avenue
San Rafael, CA 95403

Sonoma County
53 Skyline Boulevard
Santa Rosa, CA 95403

Cuesta College
P.O. Box 8106
San Luis Obispo, CA 93403

Adult School of Lucia Mar USD
495 Valley Road
Arroyo Grande, CA 93420

Eureka Adult School
674 Allard Avenue
Eureka, CA 95503

Mendocino College
1000 Hensley Creek Road
Ukiah, CA 95482-0300

Willits Adult Education
120 N. Main
Willits, CA 95490

Santa Cruz Adult School
350 Taylor Street
Santa Cruz, CA 95060

Watsonville Aptos Adult School
550 Rodriguez Street
Watsonville, CA 95076

Santa Barbara City College
721 Cliff Drive
Santa Barbara, CA 93109

Allan Hancock College
800 South College Drive
Santa Maria, CA 93454

Santa Maria Adult School
251 E. Clark Avenue
Santa Maria, CA 93455

Lompoc Adult School
515 W. College Avenue
Lompoc, CA 93438

San Luis Coastal Adult Ed.
1530 Lizzie Street
San Luis Obispo, CA 93401

College of the Redwoods
7351 Tompkins Hill Road
Eureka, CA 95501-9301

Fortuna Adult Education
379 12th Street
Fortuna, CA 95540

Ukiah Adult School
1056 North Bush
Ukiah, CA 95482-3411

Leggett Adult Education
One School Way
Leggett, CA 95485

Imperial Valley College
380 East Aten Road
Imperial, CA 92251-9787

Brawley Adult Education
480 N. Imperial Avenue
Brawley, CA 92227

Central Adult Education
1302 South Third Street
El Centro, CA 92243

Calipatria Adult Education
601 W. Main Street
Calipatria, CA 92233

Antelope Valley College
3041 West K Avenue
Lancaster, CA 93536-5426

College of the Canyons
26455 N. Rockwell Canyon Road
Santa Clarita, CA 91355-1899

Cerritos College
11110 Alondra Boulevard
Norwalk, CA 90650-6296

Los Angeles Harbor College
1111 Figueroa Place
Wilmington, CA 90744-2397

Los Angeles Mission College
13356 Eldridge Avenue
Symar, CA 91342-3200

Los Angeles Pierce College
6201 Winnetta Avenue
Woodland Hills, CA 91371-0001

Los Angeles Southwest College
1600 Imperial Hwy
Los Angeles, CA 90047-4899

Citrus College
1000 West Foothill Blvd.
Glendora, CA 91741-1899

Compton Community College
1111 East Artesia Boulevard
Compton, CA 90221-5393

East Los Angeles College
1301 Avenida Ceasar Chavez
Monterey Park, CA 91754-6099

El Camino College
16007 Crenshaw Boulevard
Torrance, CA 90506-0002

Glendale Community College
1500 North Verdugo Road
Glendale, CA 91208-2894

Long Beach City College
4901 East Carson Street
Long Beach, CA 90808-1780

Los Angeles City College
855 North Vermont Avenue
Los Angeles, CA 90029-3590

Rio Hondo College
3600 Workman Mill Road
Whittier, CA 90601-1699

Santa Monica College
1900 Pico Boulevard
Santa Monica, CA 90405-1628

Chaffrey College
5885 Haven Avenue
Rancho Cucamonga, CA 91737

Crafton Hills College
11711 Sand Canyon Road
Yucaipa, CA 92399-1799

Los Angeles Valley College
5800 Fulton
Van Nuys, CA 91401-4096

Mount San Antonio College
1100 Grand Avenue
Walnut, CA 91789-1399

Pasadena City College
1570 East Colorado Boulevard
Pasadena, CA 91106-2003

Antelope Valley Adult School
45110 3rd Street East
Lancaster, CA 93534

Belmont CAS
15715 W. Second Street
Los Angeles, CA 90026

Business Industry School
3721 W. Washington Blvd.
Los Angeles, CA 90018

Compton Adult School
1104 E. 148th Street
Compton, CA 90220

Glendora Adult School
350 W. Mauna Loa
Glendora, CA 91740

Long Beach School for Adults/ROP
3701 E. Willow Street
Long Beach, CA 90815

Pasadena Adult Education
351 S. Hudson Ave., ROP Rm. 202
Pasadena, CA 91109

Santa Monica/Malibu Adult School
1323 10th Street
Santa Monica, CA 90401

San Bernardino Valley College
701 Mount Vernon Avenue
San Bernardino, CA 92410-2798

Victor Valley College
12422 Bear Valley Road
Victorville, CA 92392-5849

Abram Friedman OC
1646 S. Olive Street
Los Angeles, CA 90015

Banning-Carson CAS
1527 Lakme Avenue
Wilmington, CA 90744

Burbank Adult School
3811 Allan Avenue
Burbank, CA 91505

Central Adult High
211 W. 17th Street
Los Angeles, CA 90015

East Los Angeles OC
2100 Marengo Street
Los Angeles, CA 90033

Inglewood Adult School
115 W. Kelso Street
Inglewood, CA 90301

Norwalk-La Mirada Adult School
14800 S. Jersey Avenue
Norwalk, CA 90650

Ponoma Adult School
605 N. Park Avenue
Ponoma, CA 91768

South Bay Adult School
600 Diamond Street
Redondo Beach, CA 90277

Tri-Community Adult Education
P.O. Box 269
Covina, CA 91723

Walnut Valley Adult Education
476 South Lemon Avenue
Walnut, CA 91789

Chaffey Adult School
211 W. Fifth Street
Ontario, CA 91762

Victor Valley Adult School
16350 Mojave Drive
Victorville, CA 92392-3698

College of the Desert
43-500 Monterey Avenue
Palm Desert, CA 92260-2499

Palo Verde College
811 West Chansior Way
Blythe, CA 92225-1118

Mount San Jacinto College
1499 North State Street
San Jacinto, CA 92583-2399

Riverside Community College
4800 Magnolia Avenue
Riverside, CA 92506-1293

Alvord Adult Education
6585 Crest Street
Riverside, CA 92503

Hemet Adult School
26866 San Jacinto Street
Hemet, CA 92544

Rubidoux Adult School
4041 Pacific Avenue
Riverside, CA 92509

Van Nuys CAS
6536 Cedros Avenue
Van Nuys, CA 91411

Barstrow Adult Evening School
S. First St. & Campus Way
Barstrow, CA 92311

San Bernardino Adult School
1200 N. E. Street
San Bernardino, CA 92405

Yucaipa Adult School
12787 Third Street
Yucaipa, CA 92399

Paloma College
1140 West Mission Road
San Marcos, CA 92069-1487

San Diego City College
1313 12th Avenue
San Diego, CA 92101-4787

San Diego Community College
4343 Ocean View Boulevard
San Diego, CA 92113-1998

San Diego Mesa College
7250 Mesa College Drive
San Diego, CA 92111-4996

Desert Sand Adult Education
82-879 Hwy 111
Indio, CA 92201

Jurupa Adult Education
4041 Pacific Avenue
Riverside, CA 92509

Cuyamaca College
2950 Jamacha Road
El Cajon, CA 92019-4304

San Diego Miramar College
10440 Black Mountain Road
San Diego, CA 92126-2999

Southwestern College
900 Otay Lakes Road
Chula Vista, CA 91910-7299

El Cajon Adult Center
1035 East Madison Avenue
El Cajon, CA 92021

Grossmont Career Development Center
500 Fesler Street, #101
El Cajon, CA 92020

Oceanside Adult Education
2111 Mission Avenue
Oceanside, CA 92054

Santana Adult Center
9915 N. Magnolia
Santee, CA 92071

So. San Francisco Adult Education
825 Southwood Drive
South San Francisco, CA 94080

Santa Maria Adult School
251 W. Clark Avenue
Santa Maria, CA 93455

Anaheim Adult Education
P.O. Box 3520
Anaheim, CA 92803-3520

Fullerton Adult Education
780 Beechwood Avenue
Fullerton, CA 92635

Irvine Adult School
311 West Yale Loop
Irvine, CA 92714

Grossmont College
8800 Grossmont College Drive
El Cajon, CA 92020-1765

Mira Costa College
1 Barnard Drive
Oceanside, CA 92056-3899

Foothills Adult Center
1550 Melody Lane
El Cajon, CA 92019

Helix Adult Center
7323 University Avenue
La Mesa, CA 91941

San Diego Adult Education
4100 Normal St., Rm. 2140
San Diego, CA 92103

Jefferson Adult Division
699 Serramonte Bl #111
Daly City, CA 94015

San Luis Coastal Adult Ed.
1530 Lizzie Street
San Luis Obispo, CA 93401

Coastline Community College
11460 Warner Avenue
Fountain Valley, CA 92708-2697

Cypress College
9200 Valley View Street
Cypress, CA 90630-5897

Fullerton College
321 East Chapman Avenue
Fullerton, CA 92632-2095

Irvine Valley College
5500 Irvine Center Drive
Irvine, CA 92720-4399

Lincoln Education Center
11262 Garden Grove Blvd.
Garden Grove, CA 92643

Orange Adult Education
P.O. Box 11022
Orange, CA 92666

Santa Ana Adult Education
1601 E. Chestnut Avenue
Santa Ana, CA 92701-2499

Tustin Adult Education
18492 Vanderlip Avenue
Santa Ana, CA 92705

Oxnard College
4000 South Rose Avenue
Oxnard, CA 93033-6699

Moorpark USD
30 Flory
Moorpark, CA 93021

Santa Paula Adult School
404 N. Sixth Street
Santa Paula, CA 93060

Orange Coast College
2701 Fairview Road
P.O. Box 5005
Costa Mesa, CA 9262

Rancho Santiago College
1530 West 17th Street
Santa Ana, CA 92706-9979

Saddleback College
28000 Marguerite Parkway
Mission Viejo, CA 92692-3699

Moorpark College
7075 Campus Road
Moorpark, CA 93021-1695

Ventura College
4667 Telegraph Road
Ventura, CA 93033-3899

Oxnard Adult School
935 W. Fifth Street
Oxnard, CA 93030

Ventura Adult School
3777 Dean Drive
Ventura, CA 93003

- f. Other: Out-reach, minority organizations and women's groups that can be used to recruit and refer qualified applicants to help meet our affirmative action goals.

3. Affirmative Action Program: It is the intent of the PHCC OF THE GREATER SACRAMENTO AREA, and the intent of the PUAC, to exert a good faith effort to recruit and enroll women and minorities in this apprenticeship program. We will engage in outreach and positive recruitment activities which will increase minority and women's participation in our area as follows:

- a. When applications are being taken on a continual basis during each calendar year, this information shall be disseminated at least every six months. The information shall be disseminated to the State of California,

public schools in the county in which the training program is operated, employment offices, women's centers, outreach programs, and community organizations designed to contact minorities and women, and advertise in newspapers which are available to both minorities and women in the area in which the apprenticeship program operates.

- b. Participate in workshops conducted by employment agencies, women and minority organizations which are concerned with the employment of minorities and women. The workshops shall be held to familiarize the minorities and women of the aspects of the apprenticeship program, and the current opportunities of the apprenticeship program.
- c. Cooperate with school boards located in the county in which apprenticeship programs and other vocational education organizations develop programs to prepare all interested participants, including minorities and women, to meet the standards and requirements for qualification for acceptance into the apprenticeship program.
- d. Internally communicate its equal opportunity policy to its officers, supervisory personnel, employees, and members of the Committee and shall encourage these individuals to support the policy so the Committee may meet all of the obligations of the plan.
- e. Participate in programs designed for the positive recruitment and reparation of potential applicants for the apprenticeship program. These programs shall provide for the pre-testing experience and training, when possible. If these programs are not available, then the Committee shall attempt to create such programs. The Committee shall work with other sponsors and selected community organizations, whenever possible, in order to conduct these programs. The committee shall make available to women, programs to prepare and encourage women to enter the traditionally male programs.
- f. Encourage establishment and utilization of programs which are designed for training prior to entering an apprenticeship program, or programs which are designed to offer related work experience to prepare applicants into the apprenticeship program. The Committee will offer to all applicants who participate in and complete these programs, a full and equal opportunity to enter the apprenticeship program.
- g. Utilize journeymen to assist in implementing the Committee's affirmative action program.
- h. Take all appropriate actions to ensure that recruitment, selection, employment and training of apprentices shall be without discrimination because of race, color, religion, national origin, or sex. These actions shall include publication of apprenticeship program opportunities and advantages

in advertising, industry reports, articles, etc., use of minority and female apprentices for recruiting purposes, career counseling, periodic auditing of the affirmative action programs and activities, and developing reasonable procedures between the Committee and employers of the apprentices to ensure equal employment opportunity is being granted.

- i. Participate in job fairs, high school career days, women's opportunity week activities, and various minority and women contractor associations 210
- j. Maintain records of all applicants of the apprenticeship program and make this statistical information available at all reasonable times to the State of California for its use.

4. Written Applications: Applications will be taken on a continuous basis (Monday through Friday, except holidays) from 8:30 a.m. to 4:30 p.m. Applications may be requested by phone or by mail at the following:

2210 K Street, Suite 101
Sacramento, CA 95816
(916) 488-1184

8301 Edgewater Drive
Oakland, CA 94621
(510) 635-4188

2833 A Dowd Drive, Suite A
Santa Rosa, CA 95407
(707) 575-1500

1249 North Cherry Avenue
Tulare, CA 93274
(209) 685-2680

3084 Del Monte Blvd.
Marina, CA 93933
(408) 384-8206

201 South Oakley
Santa Maria, CA 93454
(805) 922-5395

317 Mt. Vernon Avenue
Bakersfield, CA 93307
(805) 324-2121

3123 17th Street
San Francisco, CA 94101
(510) 685-3230

317 W. Cedar
Eureka, CA 95501
(707) 445-9671

209 Kerr Avenue
Modesto, CA 95354
(209) 523-4578

9225 Mira Este Court
San Diego, CA 92126
(619) 530-1999

8220 W. Katella Avenue, #201
Stanton, CA 90680
(714) 896-0153

2869 Glenview Avenue
Los Angeles, CA 90039
(213) 913-7335

2401 Ventura Boulevard
Camarillo, CA 93010
(805) 482-8963

5. Selection of Apprentice applications: Applicants will be selected by Method Number 4.

- a. Minimum age of all applicants shall be 18 years of age.
- b. Education prerequisites for entry: High School Diploma or an equivalent GED certificate, or High School Proficiency Certificate.
- c. Physical prerequisites for entry: Applicants must be physically able to perform the work of the trade. An employer may require a physical examination at no cost to the applicant.
- d. Written Test: Basic Math Test (addition, subtraction, fractions, etc.), and Reading Comprehension Test, both of which will be administered by the PUAC; the passing score is 70%. Grading is pass/fail.
- e. Applicants passing the above mentioned basic tests will be given a structured oral interview by the PUAC. Oral interview and subjects considered, if any and ratings.

Attitude	20%
Confidence	20%
Oral Response	20%
Motivation	20%
Interest in the trade	20%

- f. Relative weight given oral interview is 100%, after passing math and reading comprehension tests. The minimum passing score is 70%. Grading is pass/fail.

All applicants will be notified in writing of acceptance or rejection. If rejected, reason(s) of rejection will be stated. If accepted, the applicant will be considered an applicant eligible for entry into the program.

- g. A list of the pool of eligible applicants will be established and maintained for two (2) years.

All applicants will be established on a master list. Applicants will be dispatched to the regional area of their choice. Eligible applicants will be placed on the list in chronological order of the date of their application.

Eligible applicants may be removed from the list if they refuse an offer of entry into the program, or fail to keep PUAC advised of the changes to their addresses and phone numbers. Eligible applicants will not be disqualified for refusing work out of their geographical area of residence.

Eligible applicants will be dispatched in descending order of their placement on the list to apprenticeship opportunities upon request from approved employers and with approval of the PUAC. Eligible applicants will not be allowed to solicit their own jobs.

Thereafter, selection of applicants will be conducted according to the selection procedures outlined herein. All initial apprentices must meet the minimum qualifications as stated herein.

- h. An eligible applicant's prior work experience and training will be evaluated by the Committee at the time of or subsequent to the time of indenture, and appropriate credit may be given toward a higher apprenticeship and/or wage bracket.

6. Goals and Timetables:

The following goals and timetables have been established:

Women's Goals (minority and non-minority): 22.0 %

<u>Minority Goals:</u>	<u>Goal</u>
Black	7.0%
Asian & Pacific Islander	0.6%
American Indian & Alaskan Native	0.6%
Filipino	2.5%
Hispanic	25.8%
Total minority group goals:	42.5%

The minority goals are based upon the percentages of the minority group in the population in the labor market areas (averaged), and the women's goals are based upon the percentage of women in the workforce as reflected in statistics for the labor market areas (averaged) and derived from the 1990 Federal Census:

Total population in labor market areas: 29,769,021

Total Work Force:

Percentage of women in the workforce,
on an average basis in the labor market
areas: 44.0%

7. **Records:** Records will be maintained for five years and kept at the PHCC-Greater Sacramento Area, 2210 K Street, Suite 101, Sacramento, CA 95816.

8. **Compliance Report:** The program sponsor will submit an annual compliance report to the Division of Apprenticeship Standards on or before the due date set by the Division of Apprenticeship Standards for the annual Cal Plan Compliance Review.

The foregoing addendum to apprenticeship standards is hereby agreed to and adopted on this seventeenth day of October, 1997.

1. Sponsor Organization

PHCC OF THE GREATER SACRAMENTO AREA
2210 K Street, Suite 105
Sacramento CA 95816

By: George Brown
George Brown
Title: President

2. Apprenticeship Committee

PHCC OF THE GREATER SACRAMENTO AREA
PLUMBERS UNILATERAL APPRENTICESHIP COMMITTEE
2210 K Street, Suite 105
Sacramento CA 95816

By: Gary W. Risse
Gary W. Risse
Title: Chairman

The foregoing addendum to apprenticeship standards being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations is hereby approved January 22, 1998.

Rita H. Tsuda
Rita H. Tsuda, Acting Chief
Division of Apprenticeship Standards